

ARTICLE 2.03
DATE: 07/02/2013

ARTICLE 2.03 COMPENSATORY TIME

CURRENT LANGUAGE:

Compensation for overtime with compensatory time in lieu of overtime pay will be at the option of the supervisor and the Fire Chief head, based on the employee's request while recognizing the overall staffing requirements of the department. Approval of such requests shall not be unreasonably withheld. A record of compensatory time earned and utilized shall be maintained on the biweekly pay records. Use of compensatory time will be subject to the same procedures as vacation leave requests i.e. approval of compensatory time off if the employee calls in by 6 a.m. on the day of the shift and no more than eight (8) hours off using annual leave or compensatory time that shift except that requests for vacation leave will have priority over requests for compensatory leave. In the first pay period in September each year, employees shall be paid for any accumulated compensatory time at their regular rate of pay then in effect.

CONCERN:

Citygate study recommended that compensatory time not be used in a constant staffing program as compensatory time will always cost the City more when no additional or supplemental staffing is possible.

PROSPOSAL:

~~Compensation for overtime with compensatory time in lieu of overtime pay will be at the option of the supervisor and the Fire Chief head, based on the employee's request while recognizing the overall staffing requirements of the department. Approval of such requests shall not be unreasonably withheld.~~ A record of compensatory time earned and utilized shall be maintained on the biweekly pay records. Use of compensatory time will be subject to the same procedures as vacation leave requests (i.e. approval of compensatory time off if the employee calls in by 6 a.m. on the day of the shift and no more than eight (8) hours off using annual leave or compensatory time that shift), except that requests for vacation leave will have priority over requests for compensatory leave. In the first pay period in September each year, employees shall be paid for any accumulated compensatory time at their regular rate of pay then in effect.

RESULTS:

Eliminates compensatory time. Language remaining to apply to compensatory time already earned at time of agreement.

TENTATIVE AGREEMENT

UNION

MANAGEMENT